

Board Members:

Marsha Hobbs, LCSW
Chairman

Sallie Watkins, LCSW
Vice-Chairman

Jason Cowart, LGSW
Secretary

Laurie Barnard, LCSW

Ann-Marie Jones, LGSW

Diana McCampbell, LCSW

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Upcoming State

Holiday's

April 28, 2003

May 26, 2003

June 2, 2003

July 4, 2003

The Board Office will be
closed on these days.

View From The Chair



By Marsha Hobbs, LCSW

"Generosity can increase wealth rather than decrease it. The more influence and power you give to someone else in the team the more you have yourself."
Abraham Maslow 1963

Greetings fellow licensees. My first year on the Board was an eventful one. In addition to the monthly Board meetings and a special two-day seminar with the National Board's attorney, I attended the National education meeting in the spring, new Board Member training in the summer and the National business meeting in the fall. I learned a lot and realized how much more I need to know.

I would like to thank the past Board members for their patient guidance and current Board members for their

vote of confidence in my leadership abilities by electing me Chair for the 2003 term. I am enthusiastic about working with a Board that collectively represents many years of experience in an array of practice settings. If I can just find my *Roberts Rules of Order* I will be ready to get started!

Given the Board's obligation and mission to protect the public from unethical social work practice, we will continue working toward completion of a clearer and more functional Administrative Code. Public protection is a shared responsibility, and in conjunction with a strong Code, is best accomplished by each of us taking personal responsibility for ethical decision-making and constant self-evaluation of our

individual practice competence.

Be encouraged during this difficult time of economic hardships, terrorist threats, and the looming possibility of war with Iraq, and rise to the occasion. Let us practice the core principles of social work: justice, integrity, and commitment to client welfare, with vigor. As Emeril Lagasse would say "KICK IT UP A NOTCH."

Remember that the ABSWE Newsletter is designed to be a **two-way** communication tool, so email Brenda if you have information to share. Thanks to Brenda and Kim, in addition to the Newsletter the ABSWE Web-Site is available to you for accessing current information.

I am honored to serve.



Disciplinary Actions Taken

Beverly Kay Bess, LCSW –
license suspended for 1 year
8/6/02 – 8/6/03

Up Coming Events

**Alabama Conference of
Social Work**

**Sea of Change:
Advocating for Alabama
Citizens**

Gulf Shores Alabama.
Mark your Calendars for
April 9-11, 2003. A wide
variety of workshops will
be available. The
confirmed Keynote
Speaker will be Sandy
Queen and the closing
Keynote Speaker will be
Jenny Nolen. Tentative
topics include: child

sexual abuse, immigrant
populations, advocacy for
the social work profession,
stress management,
aging, public child welfare,
mediation, children's
health & mental health.
Approximately 13 contact
hours will be available. If
you have any questions,
or need additional
information, please
contact ACSW office on
Tuesdays or Thursdays
at: 334/281-4900 or you
may e-mail them at:
alcsw@earthlink.net

**The University of
Alabama School of
Social Work MSW
Program – Mobile**

*Do you have a BSW from
a C.S.W.E. – accredited
program?*

Advanced Standing
Classes will begin Mid-
May, 2003 in Mobile.
(Pending enough students
enroll) For Application
Packet Call: 251/450-1809
(Mobile) M. L. Lewis Or
205/348-6791
(Tuscaloosa) M. Miller

Welcome Two of Your New Board Members

Diana McCampbell

Diana received both a BA
degree in Communications
and an MSW from the
University of Alabama.
She has been employed
with the Department of
Human Resources for 21
years and is currently
Director of Greene County
Department of Human
Resources. Diana is an
LCSW and her experience
with DHR includes child
support and child welfare.
Diana is a member of the
Alabama Conference of
Social Work and serves on
the Resolutions
Committee. She also
serves as a Board member
of Easter Seals West
Alabama, The
Greene/Sumter Enterprise
Community, and Initiative
7 – Regional Community
Development Initiative.
She also currently serves
as the Secretary of the
Alabama Association of

County Directors of
Human Resources and
is the past President of
the Alabama Child
Support Association and
past President of the
Eutaw Area Chamber of
Commerce. Diana is
married to A.J.
McCampbell and has
one daughter, Joy, who
is a senior at the
Alabama School of Math
and Science in Mobile.

Ann-Marie Jones

Ann-Marie received her
MSW from the University
of Central Florida and
her BSW from Oakwood
College in Huntsville.
She is currently
attending Capella
University's Online
Program to obtain her
Ph.D. in Human
Services with an
Emphasis on
Management of Non-
Profit Agencies. She
plans to complete her

studies by June of 2004.
Ann-Marie is currently
employed at the Madison
County
Health Department in
Huntsville. She is the
Targeted Case
Management Medically at
Risk Care Coordinator for
Madison County. She
serves on the Board of
Carrie's Maternity Home,
a home for young ladies
who are in need of
education, life skill
training, and a second
chance for them and their
children. Ann-Marie is
happily married to E.L.
Jones, Jr., and is the
proud step-mother of 12
year old Amber and 10
year old Jazzmen.

Ann-Marie obtained her
LGSW in July of 2002.
She joined the Board in
January 2003 and
represents the Fifth
Congressional District.

New Licensee's

New LBSW's

3701B	ANDERSON, LONI S.	JAN 2003	ALBERTVILLE
3702B	OLIS, STEPHANIE A.	JAN 2003	JACKSONVILLE
3703B	JORDAN, DONNA R.	JAN 2003	MONTGOMERY
3704B	SPENCER, LAURA L.	JAN 2003	MILTON
3705B	WHITE, DONNA L.	JAN 2003	BIRMINGHAM
3706B	WRIGHT, KIMBERLY P.	JAN 2003	KILLEN
3707B	ANDREWS, MELISSA M.	JAN 2003	FAIRHOPE
3708B	BELL, MALCOLM L.	JAN 2003	COLUMBUS
3709B	CAPLE, TENSIE W.	JAN 2003	PHENIX CITY
3710B	FREDERICK, TWILA L.	JAN 2003	BIRMINGHAM
3711B	JORDAN, DOROTHY K.	JAN 2003	TROY
3712B	NIX, EMILY S.	JAN 2003	TROY
3713B	PHILLIPS, KRISTY M.	JAN 2003	SOUTHSIDE
3714B	POOLE, KELLEY L.	JAN 2003	COTTONWOOD
3715B	REED, LINDA K.	JAN 2003	ENTERPRISE
3716B	SMITH, MARTHA J.	JAN 2003	BIRMINGHAM
3717B	CANNON, TRISTANDA L.	FEB 2003	EUFAULA
3718B	HUNTER, ALICIA M.	FEB 2003	BIRMINGHAM
3719B	JACKSON, FURKITA	FEB 2003	BESSEMER
3720B	BLEVINS, JULIA K.	FEB 2003	FULTONDALE
3721B	DUNKIN, JENNIFER S.	FEB 2003	GREENVILLE
3722B	EDDINGS, ANGELA	FEB 2003	HOOVER
3723B	REAVES, JESSICA A.	FEB 2003	ANNISTON
3724B	DEAN, DEBRA S.	FEB 2003	TUSCUMBIA
3725B	DOOLEY, JR., JOE L.	FEB 2003	MERIDIANVILLE
3726B	FLETCHER, PATRICIA C.	FEB 2003	ONEONTA
3727B	GARRETT, VELMA J.	FEB 2003	CANTONMENT
3728B	HULSEY, SANDRA W.	FEB 2003	BRILLIANT
3729B	LANGDALE, DEENA T.	FEB 2003	GADSDEN
3730B	McKINNEY, JULIE S.	FEB 2003	CENTREVILLE
3731B	GRIFFIN, MARGARET M.	FEB 2003	BIRMINGHAM
3732B	KING, LATRIA M.	FEB 2003	TOWN CREEK
3733B	MORTON, CARRIE	FEB 2003	BIRMINGHAM
3734B	PETERS, PATIENCE E.	FEB 2003	HOOVER
3735B	POWELL, JENNIFER H.	FEB 2003	HARTSELLE
3736B	HITT, RHONDA N.	FEB 2003	HUNTSVILLE
3737B	MILLER, EMILY	MAR 2003	BIRMINGHAM

New LGSW's

1695G	COTTON, KELLY B	JAN 2003	BIRMINGHAM
1696G	EARLE, FELECIA L.	JAN 2003	HUNTSVILLE
1697G	MELTON, PAMELA J.	JAN 2003	BIRMINGHAM
1698G	PILKINGTON, CHERRI T.	JAN 2003	MOODY
1699G	BOLTON, MELODY F.	JAN 2003	LEAKSVILLE
1700G	BRANUM, HOLLY C.	JAN 2003	MADISON
1701G	HENRY, ETTA M.	JAN 2003	HUNTSVILLE
1702G	LONG, STACY C.	JAN 2003	BRIDGEPORT
1703G	ROBERTS, KATHRYN J.	JAN 2003	BIRMINGHAM
1704G	STONE, ALLISON G.	JAN 2003	BIRMINGHAM

LGSW's Cont.

1705G	BUSH, WALLACE C.	JAN 2003	GREENVILLE
1706G	GANGSTAD, ALLISON N.	JAN 2003	BIRMINGHAM
1707G	McLENDON, MICHELLE	JAN 2003	MOBILE
1708G	HOLLEY, CYNTHIA M.	FEB 2003	TUSCALOOSA
1709G	PRIGMORE, JULIE A.	FEB 2003	TUSCALOOSA
1710G	EVANS, MELISSA A.	FEB 2003	BIRMINGHAM
1711G	SCHYBERG, SYLVIA	FEB 2003	COLUMBUS
1712G	BEVIS, CLAUDIA	FEB 2003	HUNTSVILLE
1713G	KESSLER, ELISA	FEB 2003	FAIRHOPE
1714G	TAYLOR, JOANNE B.	FEB 2003	DOTHAN
1715G	LEWIS, FELICA R.	MAR 2003	FAYETTEVILLE

New LCSW's

1752C	ABEL, KIM G.	JAN 2003	HELENA
1753C	JONES, LISA M	JAN 2003	DECATUR
1754C	KELLY, JILL S.	JAN 2003	BIRMINGHAM
1755C	WATKINS, DAVID L.	JAN 2003	SWANSEA
1756C	DEREVENKO, AUDREY R.	JAN 2003	TUSCALOOSA
1757C	CLARK, CHRISTINE M.	FEB 2003	HALEYVILLE
1758C	GAY, TRACY	FEB 2003	DOTHAN
1759C	HATTON, SHANNON F.	FEB 2003	CALEDONIA
1760C	McADAMS, JANICE M.	FEB 2003	HUNTSVILLE
1761C	GASTON, ANNA	MAR 2003	BIRMINGHAM

New PIP's

0622-0351C	ALSTON, PHYLLIS P.	JAN 2003	TUSKEGEE
0623-1720C	RANDALL, JR., JOHN W.	JAN 2003	MADISON
0624-1749C	ALLEN, BRENDA P.	JAN 2003	MONTGOMERY
0625-1582C	DANIEL, JASON M.	JAN 2003	BIRMINGHAM
0626-1757C	CLARK, CHRISTINE M.	FEB 2003	HALEYVILLE
0627-1537C	RICE, KATHLEEN A.	FEB 2003	ALBERTVILLE
0628-0368C	MCCOLLUM, SYLVIA J.	FEB 2003	TUSCALOOSA
0629-1405C	WEATHERFORD, SANDRA J.	FEB 2003	LESTER
0630-1489C	WEDGWORTH, LAURA C	FEB 2003	BIRMINGHAM

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Did you know that it's now a requirement to read the Alabama State Board of Social Work Examiners Administrative Code Chapter 850-X-9 before you can be licensed in Alabama? Just to be sure everyone has had the opportunity to review this section of the Code we are including the first half in this newsletter. We will send the second half in the next one.

850-X-9-.01 Standards Of Professional Conduct & Ethics.

Section 34-30-57, Code of Ala. 1975, (1991) authorizes the Board to promulgate rules and regulations that set forth standards for licensed bachelor social workers, licensed graduate social workers, and certified social workers. Pursuant thereto, the Board has formally adopted the following standards of professional conduct and ethics:
(1) The Social Worker's Conduct and Comportment as a Social Worker.

(a) Propriety - The social worker shall maintain high standards of personal conduct in the capacity or identity as social worker.

1. The private conduct of the social worker is a personal matter to the same degree as is any other person's, except when such conduct compromises the fulfillment of professional responsibilities.

2. The social worker shall not participate in, condone, or be associated with dishonesty, fraud, deceit, misrepresentation, or criminal activity.

3. The social worker shall distinguish clearly between statements and actions made as a private individual and as a prerepresentative of the social work profession or an organization or group.

(b) Competence and Professional Development – The social worker shall strive to become and remain proficient in professional practice and the performance of professional functions.

1. The social worker shall accept responsibility or employment only

on the basis of existing competence or the intention to acquire the necessary competence.

2. The social worker shall not misrepresent professional qualifications, licensure, certification, education, experience, or affiliations.

3. The social worker shall not allow his/her own personal problems, psychosocial distress, substance abuse, or mental health difficulties to interfere with professional judgment and performance or jeopardize the best interests of those for whom the social worker has a professional responsibility.

4. The social worker whose personal problems, psychosocial distress, substance abuse, or mental health difficulties interfere with professional judgment and performance should immediately seek consultation and take appropriate remedial action by seeking professional help, making adjustments in workload, terminating practice, or taking any other steps necessary to protect clients and others.

5. The social worker shall not knowingly allow another person to use his or her license.

6. The social worker shall not impersonate another person holding a license issued by the Board.

(c) Service - The social worker shall regard as primary the service obligation of the social work profession.

1. The social worker shall retain ultimate responsibility for the quality and extent of the service that individual assumes, assigns, or performs.

2. The social worker shall act to prevent practices that are inhumane or discriminatory against any person or group of persons.

(d) Integrity - The social worker shall act in accordance with the highest standards of professional integrity and impartiality.

1. The social worker should be alert to and resist the influences and pressures (including those that arise from personal beliefs) that interfere with the exercise of professional discretion and impartial judgment required for the performance of professional functions.

2. The social worker shall not exploit professional relationships for personal gain.

(e) Scholarship and Research - The social worker engaged in study and research should be guided by the conventions of scholarly inquiry.

1. The social worker engaged in research should consider carefully the possible consequences for human beings.

2. The social worker engaged in research shall ascertain that the consent of participants in the research is voluntary and informed, without any implied deprivation or penalty for refusal to participate, and with due regard for participant's privacy and dignity.

3. The social worker engaged in research should protect participants from unwarranted physical or mental discomfort, distress, harm, danger, or deprivation.

4. The social worker who engages in the evaluation of services or cases shall discuss them only for the professional purposes and only with persons directly and professionally concerned with them.

5. Information obtained about participants in research shall be treated as confidential.

6. The social worker shall take credit only for work actually done in connection with scholarly and research endeavors and credit contributions made by others.

2) The Social Worker's Ethical Responsibility to Clients.

(a) Primacy of Client's Interests -

The social worker's primary responsibility is to promote the well-being of the client.

1. The social worker should serve clients with devotion, loyalty, determination, and the maximum application of professional skills and competence.

2. The social worker shall not exploit relationships with clients for personal advantage.

3. The social worker shall not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, color, sex, age, religion, political belief, mental or physical handicap, or any other preference or personal characteristic, condition or status.

4. The social worker shall not condone or engage in any dual or multiple relationships with clients or former clients in which there is a risk of exploitation of or potential harm to the client. The social worker is responsible for setting clear, appropriate, and culturally sensitive boundaries.

5. The social worker shall under no circumstances engage in sexual activities or sexual contact with current clients, whether such contact is consensual or forced.

6. The social worker shall not engage in sexual activities or sexual contact with client's relatives or other individuals with whom clients maintain a close personal relationship when there is a risk of exploitation or potential harm to the client. The social worker shall assume the full burden for setting clear, appropriate, and culturally sensitive boundaries.

7. The social worker should not engage in sexual activities or sexual contact with former clients because of the potential for harm to the client. If a social worker engages in conduct contrary to this prohibition or claims that an exception to this prohibition is warranted because of extraordinary

circumstances, it is the social worker not the client who assumes full burden of demonstrating that the former client has not been exploited, coerced, or manipulated, intentionally or unintentionally.

8. The social worker shall not provide clinical services to an individual with whom the social worker has had a prior sexual relationship.

9. The social worker must set clear, appropriate and culturally sensitive boundaries that govern any physical contact with a client.

10. The social worker shall not sexually harass clients. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

11. The social worker shall not use derogatory language in written or verbal communications to or about clients. The social worker shall use accurate and respectful language in all communications to and about clients.

12. The social worker should provide clients with accurate and complete information regarding the extent and nature of the services available to them.

13. The social worker shall apprise clients of their risks, rights, opportunities, and obligations associated with social service to them.

14. The social worker should seek advice and counsel of colleagues and supervisors whenever such consultation is in the best interest of the clients.

15. The social worker shall terminate service to clients, and professional relationships with them, when such service and relationships are no longer required or no longer serve the client's needs or best interests.

16. The social worker should not withdraw services precipitously except under unusual circumstances, giving careful consideration to all factors in the situation and taking care to

minimize possible adverse effects.

17. The social worker who anticipates the termination or interruption of service to clients shall notify clients promptly and seek the transfer, referral, or continuation of service in relation to the client's needs and preferences.

(b) Rights and Prerogatives of Clients - The social worker should make every effort to foster maximum self-determination on the part of clients.

1. When the social worker must act on behalf of a client who has been adjudged legally incompetent, the social worker should safeguard the interests and rights of that client.

2. When another individual has been legally authorized to act on behalf of a client, the social should deal with that person always with the client's best interest in mind.

3. The social worker should not engage in any action that violates or diminishes the civil or legal rights of clients.

(c) Confidentiality and Privacy - The social work shall respect the privacy of clients and hold in confidence all information obtained in the course of professional service except as required by law.

1. The social worker shall share with others confidences revealed by clients, without their consent, only for compelling professional reasons or as required by law.

2. The social worker should inform clients fully about the limits of confidentiality in a given situation, the purposes for which information is obtained, and how it may be used.

3. The social worker shall keep timely and accurate records detailing problems, treatment plans, scope of services, and dates and content of client contacts for a minimum of three years after the date on which services were last provided to the client. Records shall be securely kept to ensure the confidentiality of clients. Records or other oral or written information which personally identifies the client shall not be released to third

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parties unless:

- a. the client or authorized representative consents in writing;
 - b. a court of competent jurisdiction orders release of the records;
 - c. the records are otherwise due to be disclosed under Alabama or federal law;
 - d. the information released does not compromise the confidentiality of any other individuals; or
 - e. the Board issues a subpoena for the records pursuant to its investigatory or regulatory authority.
4. The social worker should afford clients with reasonable access to any official social work records concerning them.
5. When providing clients with access to records, the social worker shall take due care to protect the confidences of others contained in those records.
6. The social worker shall obtain informed consent of clients before taping, recording, or permitting third party observation of their activities.

7. The social worker shall take precautions to ensure and maintain the confidentiality of information transmitted to other parties through the use of computers, electronic mail, facsimile machines, telephones and telephone answering machines, and other electronic or computer technology.

Disclosure of identifying information should be avoided whenever possible.

(d) Fees - When setting fees, the social worker shall ensure that they are fair, reasonable, considerate, and commensurate with the service performed. When setting fees, the social worker shall exercise due regard for the client's ability to pay.

1. The social worker shall not divide a fee with a referral source. The social worker shall not accept the division of a fee as compensation for a referral. This provision is intended to assure that referrals are always based solely on the best interests of the client.

2. The social worker shall explain the fee schedule and ensure the client's understanding.

Great Truths About Life That Kids Have Learned

Weddings

Attending a wedding for the first time, a little girl whispered to her mother, "Why is the bride dressed in white?"

"Because white is the color of happiness, and today is the happiest day of her life," her mother tried to explain, keeping it

simple.

The child thought about this for a moment, then said, "So why's the groom wearing black?"

Johnny Making Faces

Finding one of her students making faces at others on the playground, Ms. Smith stopped to

gently reprove the child.

Smiling sweetly the teacher said, "Johnny, when I was a child, I was told if I made ugly faces I would stay like that."

Little Johnny looked up and replied, "Well you can't say you weren't warned."

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